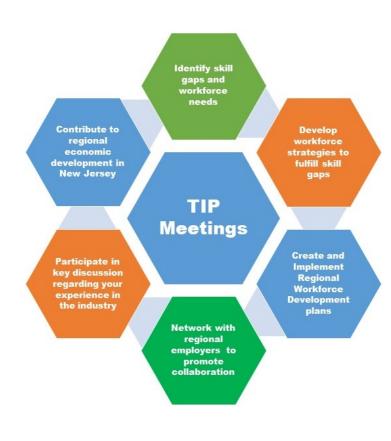
Health Care Talent Network Talent Development Center

School of Management and Labor Relations alent development center

Health Care Talent Network

The Talent Networks are a foundational component to developing a skilled New Jersey workforce. The Talent Networks gather and disseminate real-time intelligence on the workforce needs of employers and develop high-quality, businessdriven partnerships in three regions of the state based on the concentration of employers in a defined area.





Network **Achievements**

Talent

- Major Conferences:
 - National Accelerator Apprenticeship Conference
 July 2017
 - Community Health Worker Conference September 2017
 - Exploring Pre-Apprenticeship November 2017
 - Health Care Industry Summit April 2018
 - Life Science Industry Summit June 2018
- ▶ 10 Targeted Industry Partnership Meetings 2017
- ▶8 Targeted Industry Partnership Meetings 2018
- ▶38 Networking Events in 2017 & 2018
- ▶122 In-person employer meetings in 2017 & 2018

Talent Network Recognition

- Network/Talent Development Center and Life Science Talent Network/Talent Development Development Center
- Featured in Apprenticeship Guide by Federal Reserve Bank of Philadelphia for CHW and CNA apprenticeships
- ► HCAP/COWS Conference: Dr. Arvind was an invited speaker
 - Dr. Arvind was also nominated to workforce task force, award by USDOL, and Drug Commission
- Governor Christie announced our earn-while-you-learn model for CADC training









Health Care Talent Development Center

Health Care TDC offers training for:

- Dislocated workers
- Disadvantaged workers
- Incumbent workers
- ▶18 to 24 years in youth programs
- ► Any Basic training like ESL, basic computer skills etc.

► We develop career pathways that include apprenticeship models from entry-level to mid-level health care occupations.







Talent Development Center Accomplishments







Our Pathways







Entry-level: Clinical/ Non-Clinical







EMT

Career Pathway Outline





Bachelor's in Nursing

Salary: \$75,000

Training Requirement: 4-year Bachelor's Degree

Registered Nurse

Salary: \$62,000

Training Requirement: 2-year Associate's Degree

Paramedic

Salary: \$45,000

Training Requirement: 1,434-hour training program w/ 4,000 hours of on-the-job training

Pre-Paramedic

Salary: \$35,000

Training Requirement: Ride along with paramedic

EMT

Salary: \$30,000

Training Requirement: 200-hour training program w/ 2,000 hours of on-the-job training

Disadvantaged Workers, High School Students, Veterans

- ►EMT/Paramedic professions are expected to see a 24% job growth from 2014 to 2024, resulting in a need for a trained workforce.
- ▶Through our TIP meetings, focus groups, and individual employer interactions, we have found that an EMT apprenticeship is needed to increase retention of qualified EMT's.









CNA/CHHA MICRO **CREDENTIALS**

Career **Pathway Outline**





Advanced Practice Nurse **Salary:** \$105,000 Training Requirement: 6-year Master's Degree **MICROCREDENTIALS BS Nursing** Medication **Salary:** \$75,000 **Delegation** Training Requirement: 4-year Bachelor's Degree \$12 hourly wage **Dementia Registered Nurse** \$12 hourly wage Salary: \$62,000 Training Requirement: 2-year Associate's Degree **Crisis Counseling** \$15 hourly wage **Licensed Practical Nurse** Salary: \$45,000 Training Requirement: Postsecondary non-degree **Mental Health** \$13 hourly wage **CNA/CHHA** Salary: \$10.00 - \$12.00 hourly wage **Customer Service** Training Requirement: 160-hour training program \$12 hourly wage w/80-hour internship **Incumbent Workers**

First Aid

CNA/CHHA **MICRO** CREDENTIALS

Background

Nursing Assistants and Home Health Aides are expected to see an 11% and 41%, respective job growth from 2014 to 2024.



Employer focus groups and multiple TIP members have expressed how hard it is to find and retain quality CNAs and CHHAs. They have asked us to train incumbent CHHAs and CNAs for micro-credentials while working under the supervision & mentoring of a trained nurse.



DIRECT **SUPPORT PROFESSIONAL**

Career **Pathway Outline**



DSP Staff Supervisor

Training Requirement: on-the-job supervisor training

Board Certified Behavioral Analyst

Salary: \$41,000 - \$71,000

Training Requirement: 6-year Master's Degree

Behavioral Interventionist

Salary: \$18.00 - \$25.00 avg. hourly pay

Training Requirement: 2-year Associate's Degree

Direct Support Professional (DSP)

Salary: \$9-\$10 avg. hourly pay

Training Requirement: 219-hour training program

w/ 3,300-4,400 hours of on-the-job training

Incumbent, Dislocated and **Disadvantaged Workers**







- Direct service professionals are expected to see a job growth of 40% from 2014 to 2024.
- We will work to create a standard curriculum for entry level workers to work in group homes, assisted living facilities and hospitals.
- This pathway training allows for the transfer to nursing or behavioral medicine, helping employers to ensure the hiring of qualified professionals.





ENTRY-LEVEL NON-CLINICAL PATHWAYS

Career Pathway Outline





Project Manager Salary: \$50-65 avg. hourly pay Training Requirement: 4-year Bachelor's Degree w/ Project Manager Certification **Business Analyst** Salary: \$33.10 avg. hourly pay Training Requirement: 4-year Bachelor's Degree **Senior Administrator** Salary: \$30.10 avg. hourly pay Training Requirement: 300-hour Training Program **Network Administrator** Salary: \$27.80 avg. hourly pay Training Requirement: 300-hour Training Program IT Intern Salary: \$10.30 avg. hourly pay Training Requirement: High School Diploma/GED Disadvantaged/ Dislocated **Worker, Incumbent Worker**

Health Services Manager

Salary: \$46.00 avg. hourly salary

Training Requirement: 4-year Bachelor's Degree

Medical Office Manager

Salary: \$24.00 avg. hourly pay

Training Requirement: 2-year Associate's Degree

Medical Secretary

Salary: \$22.30 avg. hourly pay

Training Requirement: 300-hour Training Program

Department Secretary

Salary: \$14.00 avg. hourly pay

Training Requirement: 300-hour Training Program

Medical Receptionist

Salary: \$12.80 avg. hourly pay

Training Requirement: 300-hour Training Program

Orderly/ Attendant

Salary: \$10.30 avg. hourly pay

Training Requirement: High School Diploma/GED



ENTRY-LEVEL NON-CLINICAL **PATHWAYS**

- Administrative services and IT career fields are expected to see a 10% and 14%, respective job growth from 2014 to 2024.
- We received feedback from hospital CEOs and Human Resource VPs on the need for capable under-skilled/skilled entry-level workers for a non-clinical health care pathway.







CLINICAL PATHWAY

Career Pathway Outline





Lab Technician

Salary: \$25 avg. hourly pay

Training Requirement: 2-year associate's degree



Specimen Processor

Salary: \$15.50 avg. hourly pay

Training Requirement: 160-hour training program
w/ clinical hours



Phlebotomist

Salary: \$17.04 avg. hourly pay

Training Requirement: 160-hour training program w/ clinical hours



Lab Assistant

Salary: \$13.00 avg. hourly pay

Training Requirement: 160-hour training program



Attendant

Salary: \$9.00 avg. hourly pay

Training Requirement: High School Diploma/GED



Temporary Incumbent Worker

ENTRY-LEVEL CLINICAL **PATHWAY**

Background

Lab Technicians are expected to see a 13% job growth from 2014 to 2024.



► We received feedback from hospital CEOs and Human Resource VPs in our TIP meetings on the need for a career pathway for capable, under-skilled, entry-level workers.







MEDICAL LAB TECHNICIAN

Career Pathway Outline





Medical Lab Technologist

Salary: \$50,000

Training Requirement: 4-year Bachelor's Degree w/ ASCP Certification

Medical Lab Technician

Salary: \$20 avg. hourly pay

Training Requirement: 2-year Associate's Degree w/ ASCP Certification

Diagnostic Medical Sonography

Salary: \$29 avg. hourly pay

Training Requirement: 2-year Associates Degree w/ ARDMS Certification

Phlebotomy

Salary: \$16.00 avg. hourly pay Training Requirement: 3-month Training Program

Registered Medical Assistant

Salary: \$14.00 avg. hourly pay Training requirement: 6-month Medical Assisting Certificate

Key:

ARDMS- American Registry for Diagnostic Medical Sonography

ASCP- American Society for Clinical Pathology Incumbent Workers, Skilled
Dislocated Workers, Students with
Associate's Degree



- Medical Lab Technicians are expected to see a 13% job growth from 2014 to 2024.
- ▶Both the Northern and Southern TIP employers requested a way to train their incumbent phlebotomists or skilled local/dislocated workers to become MTs or diagnostics technicians.
- Major hospitals are seeing experienced MLTs/MTs retiring and they need to fill those empty positions.









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